

# Turning Cons of Neurodivergence to Pros Without Toxic Positivity

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# Introductions

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Toronto, Canada via US and UK

Harvard Law School  
Theatre and Biopsychology

ND: Profoundly Gifted & ???

Mom of neurodivergent kids

Dancer

Tracy Winter, Ph.D., PCC



US: Austin via Chicago

PhD Human Development  
MA Human and Organization Systems

ND: Highly+ Gifted & ADHD

Aunt of neurodivergent kiddo

Dancer

# Designing our alliance: aka housekeeping

We commit to:

- Delivering as much value as we can during the time we have together
- Doing our best to answer your questions while prioritizing the whole group's learning

We will:

- Lecture quite a lot – there will be an activity with group debrief and time for questions
- Ask for some people to come on mic and camera when it will serve the teaching
- Hold off on answering questions until we ask for questions

We ask that we all:

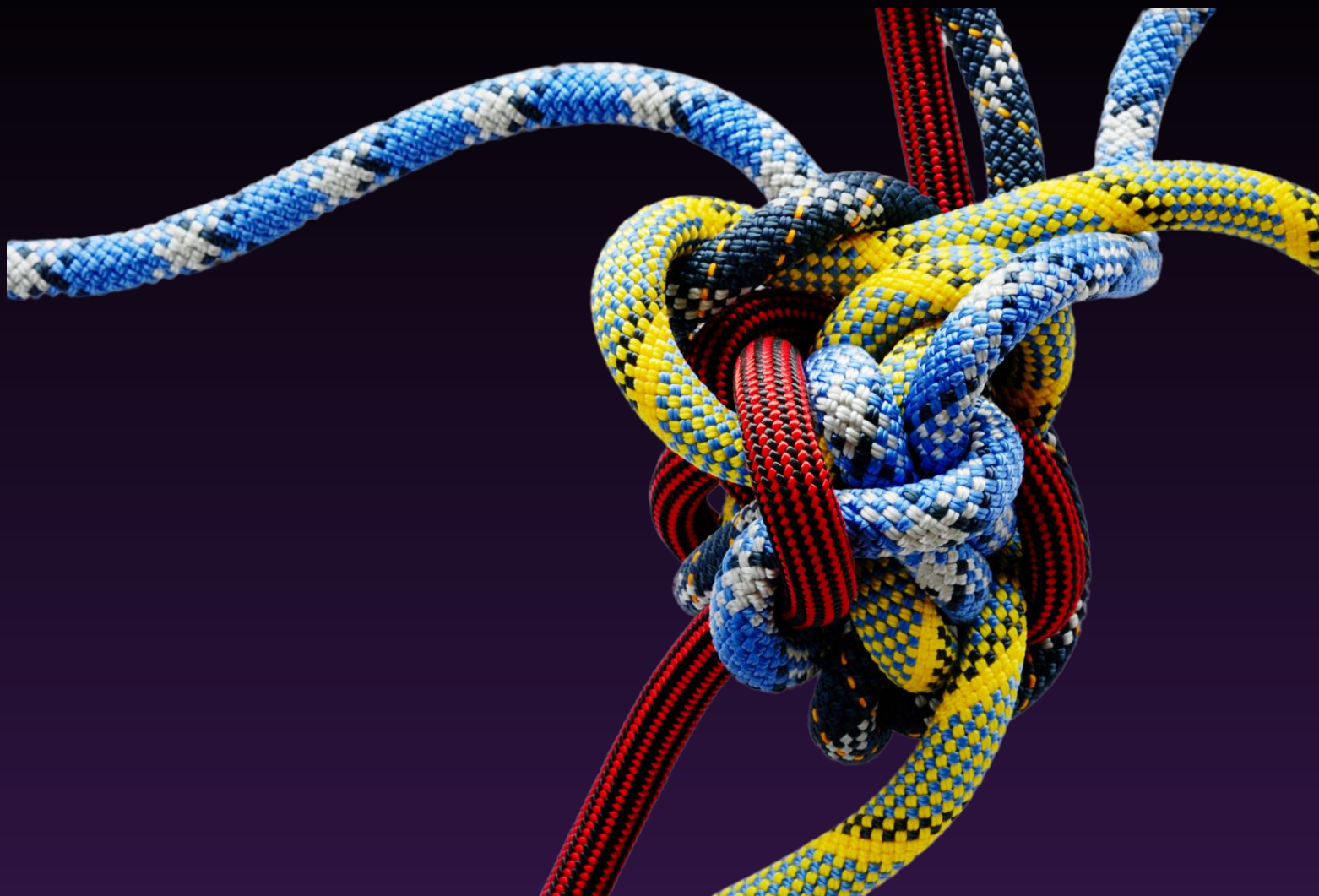
Give grace around language

# Today's Agenda

- Introduction to strengths-based coaching with neurodivergence
- How does this show up in coaching?
- Two key coaching skills for strengths-based coaching with neurodivergence
- Dangers
- Coaching Range
- Q&A



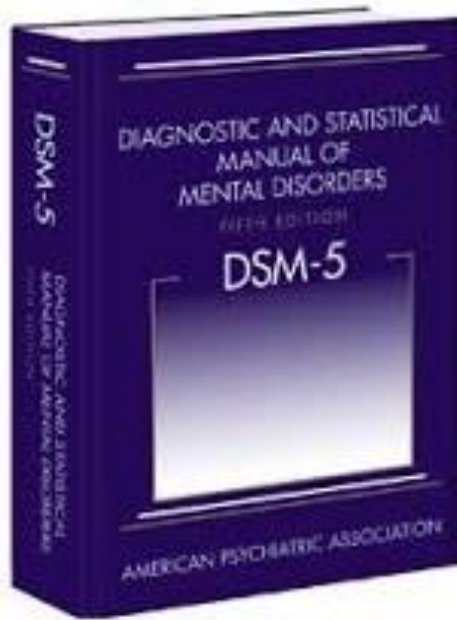
# Introduction to Strengths-Based Coaching with Neurodivergence



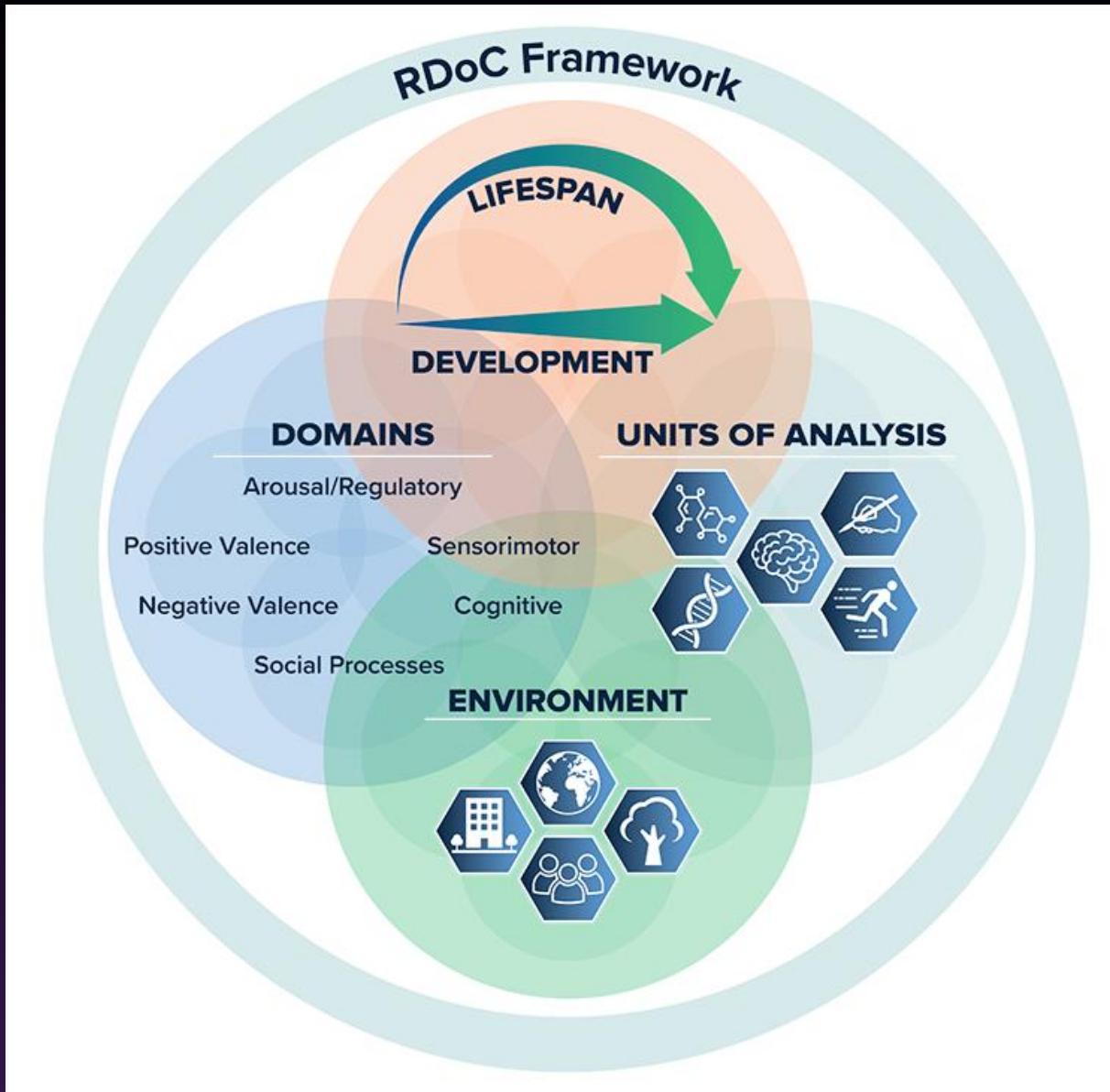
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COACHING ACADEMY

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- The medical model focuses on “symptoms” and disability.
- DSM divides into categories.



New research model from US National Institute of Mental Health is more nuanced. New research based on DSM diagnostic categories do not get NIMH funding.



# How Does this Show up in Coaching?



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# Neurodivergent Strengths Activity

# Neurodivergent Strengths Activity Debrief

# Two key coaching skills for strengths-based coaching

Acknowledge,  
then reality-check perceived limitations



THEN...



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Reflect Observed Strengths





# Induction

# Avoid Advice-Giving





# Toxic Positivity and Gaslighting

# Handle the Spiky Profile with Care



# Developing Coaching Range

Get comfortable with Both/And complexity and grief

How do we take care of ourselves  
as coaches?

# Key Takeaways

- It is not as simple as pros and cons.
- Avoiding toxic positivity requires letting the client decide whether there is any upside.
- Reflect the strengths you see.

# Upcoming Master Classes

**Neurodivergent Reflections: Flat Mirror or Funhouse Mirror?:** January 2024

**Self-Presentation and Neurodivergent Masking: What's the Difference?:** February 2024

**Ethical Issues in Neurodiversity-Inclusive Coaching:** March 2024

**Neurodivergence and Trauma-Awareness For Coaches:** April 2024

**Coaching for Communication Across Neurotypes:** May 2024

**Gender and Neurodiversity in Coaching:** June 2024

**Asynchronous Development in Neurodiversity-Inclusive Coaching:** July 2024

**Neuroscience of Neurodivergence for Coaches:** August 2024



# Next Master Class

## **Neurodivergent Reflections: Flat Mirror or Funhouse Mirror?**

Jan 8 at 11:30 AM ET/4:30 PM GMT

Jan 9 at 8:00 PM ET/12 PM AEDT on Jan 10

[www.neurodiversitycoachingacademy.com](http://www.neurodiversitycoachingacademy.com)

# Mentoring and Supervision group programs starting January 2024

<https://www.neurodiversitycoachingacademy.com/mentor-coaching/>

<https://www.neurodiversitycoachingacademy.com/coaching-supervision/>

What  
Questions  
do You  
Have?

